

Leadership Link

Web site: <http://www.lincoln.ne.gov/city/person/NMA-1index.htm>

February 2006

Volume 9, Issue 9

NMA: The Leadership Development Organization

CALENDAR OF EVENTS

February 15

Board of Directors
11:30 a.m.

March 7

Breakfast meeting
7:30 a.m.
1st Choice Credit Union
25th & N Streets
"From Press Room to
Politics: What a
Transition!"

March 15

Board of Directors
11:30 a.m.

Leadership Link
Chapter #517
P.O. Box 85224
Lincoln, NE
68501-5224



Mark Your Calendars . . .

Deb Collins, Nebraska State Patrol Public Information Coordinator and Aaron Sanderford, Governor Heineman's Communications Director will speak at our March 7th breakfast meeting. Their program is titled: "From Press Room to Politics: What a Transition!" This is a more lighthearted session as we visit with Deb Collins and Aaron Sanderford, longtime journalists who have made the transition from the press room to the political podium!

Deb Collins is a familiar face to us all over the last 17 years as anchorwoman for CBS affiliate Channel 10-11 here in Lincoln. In her early journalist days, Deb worked as a reporter and anchor in Wyoming and Tennessee before returning to Nebraska in 1987. A Nebraska native, Deb is married to Ken Siemek, Channel 10-11 weatherman and they have an eight year old son. Aaron Sanderford, spent more than six years at the Lincoln Journal Star, most recently as night city editor. Along with his editing duties at LJS, he has reported on business, government, crime, courts, prisons, sports and entertainment. His journalism background also includes experience with the Lexington, (Kentucky) Herald-Leader, the Los Angeles Times and as a stringer for the Associated Press. Aaron is currently pursuing a Master of Arts in Journalism at the University of Nebraska at Lincoln. Aaron and his wife Amy live in Lincoln.

Going from the newsroom to the spokesperson's podium in a political setting is a big transition professionally and personally. Enjoy the program as Deb and Aaron talk about this interesting transition in their careers.

March 7th, 2006 at 7:30 a.m.

1st Choice Credit Union

2500 'N' Street

Breakfast Catered by Billy's

Member Cost: \$9.00

Non-member Cost: \$12.00

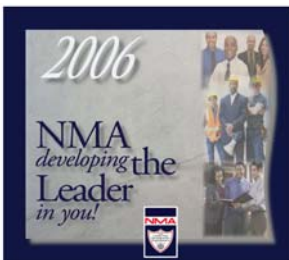
(Please park to the north in the Oasian Market parking lot)

For reservations call or e-mail Robyn Cruse-Miller at 441-5941/ rcruse@lincoln.ne.gov.

February Speaker

James Shaw, Government Documents Librarian, with the University of Nebraska was the speaker for the National Management Association / Leadership Link February luncheon.

Shaw's program was titled: "Where is the Proper Balance: Public Access to Government Information in an Era of Concern Over National Security."



**LEADERSHIP LINK
EXECUTIVE BOARD**

Meetings are held the
third Thursday of
the month

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441-7463

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Shaw discussed a recent Connecticut court ruling regarding the provision of government data to the public. Shaw also outlined the process followed when documents are ordered removed from public access due to national security concerns. Shaw discussed a recent incident where the USGS was concerned that digital mapping data on a CD-ROM provided to libraries could be used to identify inlets to city water supplies. They asked the U.S. Government Printing Office to instruct several hundred libraries around the country to destroy it. Depository libraries, (those which agree to house and manage Federal documents provided at no charge by the GPO), must adhere to such instructions when they come from the GPO.

The USGS first tried to convince libraries to destroy the CD-ROM, but the librarians responded that they needed to work through the GPO. The GPO always attempts to find ways to keep documents public, but in this case they agreed to the USGS request. This was the only time since 9/11/2001 that the GPO instructed libraries to destroy a document for security reasons.

Shaw also cited several current examples of how government information has been provided and removed and stressed that the public needs to be vigilant in monitoring how government information is provided or censored by the government.

New Leadership Link Members

- ★ Mike Clark, Startran Field Supervisor, Public Works & Utilities-Startran
- ★ Glenna Graupmann, Senior Office Assistant, Engineering Services
- ★ Laurie McAdams, Aging Specialist III, Lincoln Area Agency on Aging
- ★ Henry Moss, Juvenile Detention Supervisor, Youth Services Center
- ★ Valerie Stubblefield, Senior Office Assistant, Commission on Human Rights
- ★ Kelly Whiteley, Senior Office Assistant, Lincoln Area Agency on Aging

Welcome - you have joined an outstanding organization!

New Member Orientation Held

The Leadership Link Board hosted a New Member Orientation meeting February 15, 2006 at the F Street Recreation Center. Each Board member presented information about their role in the organization as well as an overview of the history of our chapter, the affiliation with the National Management Association and the Certified Manager accreditation. In addition, we discussed the various committees where members can volunteer for a one-time event such as auditing the chapter books or judging award entries, or a monthly commitment such as taking reservations. Leadership Link is approaching its 10 year anniversary this fall and we all have agreed that the two most important catalysts for the organization are professional development and networking opportunities. We are proud that our chapter has been recognized with the National Outstanding Chapter Award several times as well as the Professional Development and Community Services Awards. Each new member received handouts describing chapter activities.

No opportunity is ever lost. Someone else seizes the ones you missed.

~ Unknown

Why Do We Have a Leadership Model... and Who Cares?

by Steve Bailey, CM, NMA President, Dayton, Ohio

Clothing designers use live models... humans who walk the runway to display the latest in fashion and showcase the talents of the designer. Engineers build models to create a three-dimensional representation of their latest buildings or other projects. NMA and virtually every Fortune 100 company have a leadership model. Why? Because most of us are visual learners and we tend to remember that which we can “see.”

Our model was developed with the input of a broad cross-section of our affiliated organizations as well as non-affiliated businesses. The advantage of a model is that you can look at it and begin to see how it can be aligned and integrated throughout the organization. A model is not a process; rather, it visually sets or depicts standards. In our case, we are promoting the NMA Leadership Model as establishing behavioral expectations for leaders at all levels – in your place of business as well as within your NMA chapter.

The 2006 NMA theme is “Developing The Leader in You”. The core competencies for you to become a leader are contained within these four circles... you know how to set direction, mobilize others, and engender organizational capabilities, and do so while demonstrating the personal characteristics (and character) of a leader.

You’ll be seeing a lot of this model in 2006... by design. Leadership traits must mirror and keep pace with the strategic challenges of your business. This is where the chapter fits in. Your assignment? To sit down with your executive management, human resources people, and chapter leaders and ask, “How can our chapter set an agenda of activities and programs that addresses the four areas of leadership development within these four circles?”

An understanding of what we’re trying to do... and a truly collaborative effort... will ultimately link all of your business/organization’s leadership development efforts to organizational outcomes. That is the ultimate goal... and that’s why the NMA Leadership Model is out there, front and center, in 2006. History will not reward us for developing the Model. History will reward us only for driving it all the way through our chapters and our parents companies and helping grow the appropriate leadership competencies in our leaders.

The NMA Leadership Model



Derived from a similar model in Results Based Leadership by Ulrich, Zenger, & Smallwood.

Article taken from: NMA Breaktime, 2006 February Edition

Leadership in Your Chapter

by Robert Noel, Boeing Anaheim, Anaheim, California

Leadership. These days, we hear that word all the time in business journals and our organization's communications to us. Why? Well, corporations, Government organizations and other organizations have learned its value. Loosely defined, "leadership" is the art of inspiring a group to reach amazing goals. If your organization can perform its role more cheaply than before, this will result in a competitive edge (for a corporation) as well as the ability to meet financial goals and even have budget left for other items. With the pressures of the day, leadership is clearly a valuable commodity.

According to many articles in the magazines, there are two primary attributes that mark great leadership. The first of these is a strong ethical persona. Ethical behavior is a very strong societal and personal expectation especially after the well known debacles of Enron and the like. People who follow a leader want to be able to trust them. If they cannot trust their leader to do the right thing, a lack of credibility will be created that will impede their ability to dedicate themselves to the leader's vision. People will wonder whether they will be treated fairly or properly rewarded for their work toward the leader's vision -- not very motivational!

The ability to communicate an inspirational vision is also a strong attribute. Looking over history, the most persuasive leaders such as Winston Churchill or Martin Luther King had the ability to communicate their vision and inspire their followers to join them in their quest. Specifically, these leaders were able to "connect" with their audiences even though they had different circumstances in their personal lives. People enjoy the thought that "the leader is just like me". If the leader can relate to their followers, he can sympathize and empathize with them as well. He also will ask for and understand their opinions, making use of those opinions judiciously in forming his vision of the future. A leader who is "out of touch" with his followers quickly loses his ability to lead - for example, many Americans felt that the first President Bush almost didn't seem qualified to lead just because he was unfamiliar with supermarket scanners - even though that isn't a job requirement for a President!

Leadership has many benefits beyond exceeding normal goals. Leaders feel a job satisfaction that will make them more committed as well to their organization. Cultures can be established that make employees feel that they can excel and rise in their careers, achieving personal goals as well. Employees will have a higher level of job security at companies with better competitiveness. Of course, our organizations will profit tremendously by all of this. And it is something we can all strive for and assist the senior leadership team at our organizations to develop.

So, where is NMA's role in this? What can your chapter do? Perhaps the first thing that can be done is for chapter leaders to honor their organization's ethics statements, using the NMA-established ethical guidelines if a supplement is needed. Next, our chapters must assist our organizations in developing a culture of leadership. This can be done by offering classes in better management, offering volunteering opportunities, running speech contests, etc. Members can help in these efforts and have chances to develop and tune their leadership qualities. Still another way to sponsor the "leadership culture" for the chapter and organization is to be sure that it presents a strong image of leadership. Our chapter (Boeing in Anaheim) recently changed the chapter name from the bland "Boeing Anaheim Chapter" to the "Boeing Anaheim Leadership Association". Though just a small change, it reflects our chapter's mission more clearly and attracts others with the same goals, helping to create a culture that understands the need for leadership.

Leadership is the path to growth and increased health of our chapters and the organizations we support. For NMA chapters to be viable and valuable, we must embrace leadership and provide assistance to our organizations to do the same.

Article taken from: NMA Breaktime, 2006 February Edition

Heritage League's 33rd Annual Holiday of Trees

(A community project in December--inadvertently left out of the last newsletter)

The Lincoln Area Agency's Holiday Tree was displayed at the Unitarian Church on December 1-2. The tree's theme: "It Takes a Village to Care," was created in honor of caregivers everywhere and was one of 24 entries. The tree was filled with photos of either caregivers or loved ones who received care. The base of the tree was adorned with a lighted village donated by June Pederson, Director of the Lincoln Area Agency on Aging. Ticket sales from the project went to benefit the YWCA. Decorators Donna Barrett and Elisa Stutheit had fun doing the project and said it was a great holiday spirit-booster. They look forward to attending the Heritage League's event next year at the Westminster Presbyterian Church.

N.M.A. STATEMENT OF PRINCIPLES

- NMA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify NMA's core beliefs and provide the basis for the Association's Mission Statement:
- We believe in the highest standards of personal and organizational integrity and respect for the individual.
- We believe in lifelong learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy.
- We believe management is a creative, dynamic, and essential process enabling people to achieve personal and organizational objectives.
- We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.
- We believe that individuals and organizations have a community and civic responsibility.

CODE OF ETHICS

- I will recognize that all individuals inherently desire to practice their occupations to the best of their ability.
- I will assume that all individuals want to do their best.
- I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.
- I will be guided in all my activities by truth, accuracy, fair dealing and good taste.
- I will keep informed on the latest developments in techniques, equipment, and processes.
- I will recommend or initiate methods to increase productivity and efficiency.
- I will support efforts to strengthen the management professional through training and education.
- I will help my associates reach personal and professional fulfillment.
- I will earn and carefully guard my reputation for good moral character and good citizenship.
- I will promote the principles of our American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.